

CURRENT LANL Employee

UCRP TRANSFERRING
Vested Employee

TRANSFERRING
Unvested Employee

UCRP RETIRING
Employee

UCRP INACTIVE VESTED
Transferring Employee

**Elect to leave
LANL**

Seek to continue
working at LANL

Desire to continue
working at LANL

Employment status with LANS	Automatically hired by LANS at current salary	Automatically hired by LANS at current salary	If rehired by LANS, become "new employee"	Automatically hired by LANS at current salary
Status of sick leave	Balance carried over and UC service used for accrual rate	Balance carried over and UC service used for accrual rate	Sick leave counted toward UCRP service credit, starts new with LANS	100% Carried over to LANS or left with UC and eligible for conversion to UCRP service credit but lost if employee does not retire within 120 days of separation. UC service used for accrual rate
Status of vacation	Vacation balance elections: <ul style="list-style-type: none"> • Cash out entire vacation balance • Cash out vacation balance exceeding maximum limits • Carry over entire balance to LANS, LLC • Roll into 403(b) or 457 accounts <i>See specifics for options in the All Employee memo dated 3/21/2006. Employees who do not return the election form by 04/14/2006 will be cashed out with no deferral option.</i>		Used or cashed out upon retiring from UC. Starts new with LANS	Vacation balance elections: <ul style="list-style-type: none"> • Cash out entire vacation balance • Cash out vacation balance exceeding max. limits • Carry over entire balance to LANS, LLC • Roll into 403(b) or 457 accounts <i>See specifics for options in the All Employee memo dated 3/21/2006. Employees who do not return the election form by 04/14/2006 will be cashed out with no deferral option.</i>
Status of accrued service credit	Carried over	Carried over	Starts new with LANS	Carried over to TCP2 for TCP2 benefits
Retirement plan	TCP1 pension plan and 401K (employee only contribution)	Employee can choose TCP1 or TCP2 plan	TCP2 - 401K plan with employee and employer contribution	TCP2 - 401K plan with employee and employer contribution
Retiree Medical	TCP1 retiree medical coverage provided by LANS. Contribution depends on years of service	TCP1 retiree medical coverage provided by LANS. Contribution depends on years of service. TCP2 "Access Only" provided by LANS with service years requirement	Upon hire by LANS, retiree medical suspended, covered by active employee medical plan, when employee retires from LANS retiree medical re-activated under TCP1	Employee may elect TCP1 retiree medical based on UCRP service credit frozen on June 1, 2006. Service credit will be used to determine contribution toward medical and dental premiums
Employee's status in UCRP	Transfer to TCP1 Pension Plan	TCP1 - Transfer to Pension Plan TCP2 - Not vested in UCRP	Employee receives UCRP benefits	Employee is an inactive member of UCRP and can retire after reaching age 50 with monthly pension or lump sum